

APRIL 2003



# DIVERSITY'S EDGE

*Produced Quarterly by the State Equal Employment Management Office (SEEM)...*

## REFLECTIONS FROM THE SEEM

~~HELLO FROM THE SEEM~~

By  
Lorri Y. Conley

Hello to all from the office of the SEEM! It has come to my attention that many of us are not aware of the assistance provided by us. So, I take this time to introduce you to all the outreaches at the SEEM office. Although we are located at State Headquarters in the HRO Building in Phoenix, most of the work is done right in your organizations.

The Equal Employment Office is made up of the collateral staff which consists of EEO Counselors, EO Advisors, EEO/EO Representatives, Technician Assistance Program Managers and Special Emphasis Program Managers. These individuals are very helpful to you, supervisors and commanders. You should find their information posters on your nearest bulletin board. Each of these programs are here to assist you as a member of the Arizona National Guard.

Please take the time to get to know your collateral staff and the programs we offer today!! We are here to assist you. To find out more, call Lt Conley, State Equal Employment Manager, 602-267-2786 or TSgt Busby, State Equal Employment Representative, 602-267-2319.

## ARIZONA is an Indian Word

The name *Arizona* is derived from an Indian word, *Arizonac*, which described southern Arizona during the time of Spanish rule. The word comes from the Tohono O'odham *ali* and *shonak*, which translates as a *place of the small spring*.

*In Memory of a Lady Warrior  
PFC Lori Piestewa  
Tuba City, Arizona*



## Take the Women's History Quiz



1. What conflict did the first all-female crew fly an air refueling mission in and where?
  - a. Civil War/Alabama
  - b. Gulf War/Kuwait
  - c. World War II/Germany
  - d. Operation Enduring Freedom/Afghanistan
2. Where did the first class of women pilots graduate from?
  - a. McGhee Tyson AFB, TN
  - b. Williams AFB, AZ
  - c. Lackland AFB, TX
  - d. Kirkland AFB, NM

3. Who was the first female B-2 pilot to fly a combat mission?
  - a. Amelia Earhart
  - b. CPT Jennifer Wilson
  - c. Lt Lorri Conley
  - d. TSgt Busby
4. Who was the only documented female Buffalo Soldier?
  - a. Lance Corporal Sharleen Bates
  - b. SrA Fannie Butler
  - c. Petty Officer Susan Reed
  - d. PVT Cathay Williams
5. Who was the first Black female pilot in the United States (hint: trained in France)?
  - a. Bessie Coleman
  - b. Sally Parker
  - c. Deborah Norville
  - d. Bettie Lou Gherkin

### Answers to Women's Quiz:

- |      |                     |
|------|---------------------|
| 1. d | 4. d (Also known as |
| 2. b | William Cathay)     |
| 3. b | 5. a (in 1921)      |
|      | How did you do?     |

### 2003 Upcoming Events

Federal Asian/Pacific American Council (FAPAC) National Leadership Training Conference, 12-16 May, Crystal City, VA

NGB-EO/EEO Training Conference, 2-6 Jun, Boston, MA

The NAACP, 94th Annual Training Conference, 12-17 Jul, Miami, FL

The 2003 National Training Program, Federally Employed Women (FEW), Inc, 7-11 Jul, Chicago, IL

National Image, Inc. 30th Annual Convention & Training, 19-23 May, Hollywood, CA

Diversity Facilitator Training, 30 Apr - 4 May, San Antonio, TX

National Urban League, 34<sup>th</sup> Annual Conference, June 11-13, Atlanta, GA

**Quotes of the Quarter**

*"Because I am a woman, I must make unusual efforts to succeed. If I fail, no one will say, 'She doesn't have what it takes.' They will say, 'Women don't have what it takes.'" ~Clare Boothe Luce*

*"May your blessings outnumber the shamrocks that grow, and may trouble avoid you wherever you go" ~Irish Blessing*

*"The nobler sort of man emphasizes the good qualities in others, and does not accentuate the bad. The inferior does the reverse." ~Confucius*

**BOOK OF THE MONTH****VOICES OF DIVERSITY**

By

*Renee Blank/Sandra Slip*

**Real People Talk about Problems and Solutions in a Workplace Where Everyone Is Not Alike**

**Hispanic Chamber seeks new president**

The Arizona Hispanic Chamber of Commerce has started its search for a new president to replace Delia Garcia, who left last month.

Anthony Valencia, the chamber's chief financial officer, is acting president.

The board is expected to fill the role quickly as it prepares to host the U.S. Hispanic Chamber of Commerce annual conference in October.

Under Garcia's leadership, the Arizona Hispanic chamber grew from about 400 members to 600.

**DIVERSITY**

**DIVERSITY MANAGEMENT** is an ongoing process of recognizing the similarities and differences among the various groups that make up the organization so that all groups have opportunities to be recognized, heard, and have their needs addressed in a respectful manner. The overarching goal of diversity management is to tap the full potential of everyone in the workforce. Unlike EEO and affirmative action, it is not a program which can be mandated through requirements or evaluated against standards such as employment statistics and progress towards affirmative action goals. It is and should be used, however, in a manner that supports the accomplishment of objective in these areas.

For example, an organization seeking to reduce instances of discrimination complaints may conduct an analysis of compliant trends and patterns to determine what management practices and working conditions appear to be causative. An EEO intervention (e.g., training, performance, accountability) would be an appropriate way to address causes linked to poor or inappropriate management practices. A diversity intervention would be appropriate for those causes having to do with longstanding attitudes, mindsets, and relationships that are grounded in the organization's culture. The legal aspects of EEO require immediate corrective action with respect to elimination of known discriminatory conditions.

Diversity management is a tool for organizational change. In simple terms, don't use a diversity intervention to correct an instance of sexual harassment – but *do* make the elimination of conditions supporting the behavior associated with harassment part of your diversity plan.

In the context of affirmative action, a diversity initiative should not be expressed as a quantifiable numerical goal. To do so takes it to the category of affirmative actions no matter what label you may place upon it. A more appropriate diversity initiative would be cross-cultural training designed to eliminate problems that may impair the recruitment and retention of the groups targeted for affirmative actions.

**Leaders address sexual assault at academy**

03/03/03 - **WASHINGTON (AFPN)** -- The Air Force's senior leaders vowed March 3 to work closely with Congress to uncover the facts behind recent sexual assault

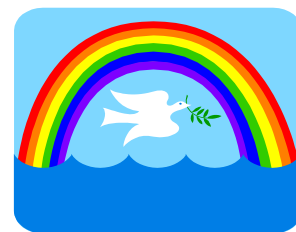
cases and to address the broader climate at the U.S. Air Force Academy in a comprehensive manner.

"There is no place in our Air Force for anyone who would assault a woman, harbor those who do or shun anyone who seeks to report a crime," said Secretary of the Air Force Dr. James G. Roche. "We will leave no stone unturned in our examination of this problem, and make no mistake: we will be undeterred from taking any and all actions to fix it."

Those remarks, said Air Force Chief of Staff Gen. John P. Jumper, are consistent with a commitment to enhance "officership, character and judgment" at the academy.

"The Air Force Academy is one of our nation's most precious institutions and a critical source of future leaders of our Air Force," Jumper said. "We do not want criminals those who cover for criminals, or those who would stigmatize a victim. A person who disregards the dignity of another in this manner is not the person we want to entrust with the defense of our nation."

Roche and Jumper promised that Air Force leaders will not "gloss over this issue" by simply instituting more sexual education training or lectures, but that they would instead seek to align the culture of the academy more closely with the rest of the Air Force. In addition, the two Air Force leaders welcomed the calls from members of Congress to establish two related efforts to review the issues and cases.



This publication will be distributed on a quarterly basis and you can also find this on the HRO website at [www.az.ngb.army.mil/hro](http://www.az.ngb.army.mil/hro). If you have any questions or comments, please call Lt Lorri Conley at (602) 267-2786/DSN 853-2786 or email: [lorri.conley@az.ngb.army.mil](mailto:lorri.conley@az.ngb.army.mil) or TSgt Barbara Busby at (602) 267-2319/DSN 853-2319 or email: [barbara.busby@az.ngb.army.mil](mailto:barbara.busby@az.ngb.army.mil)